

BUSINESS CASE TEMPLATE

PART 1: GENERAL INFORMATION

1. Name of Allowance: Footwear Allowance
2. Description: Expense
3. Number on Spreadsheet:

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain ☒ X
Modify ☐

In both instances, please provide a through and considered business case for maintaining the allowance either as is or in modified format. The modifications should also be detailed, and include information on any revisions of the headings outlined in the Allowances Template.

The Department should confirm that the allowances represent value for money and provide additional or higher value work which can not be considered as part of the normal responsibilities, flexibilities or duties expected of a person in such a post.

This information should be returned to Sighle.de.barra@per.gov.ie by 31 January, 2012.

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

- (1) What does the employer receive in return for the allowance?

When the footwear allowance was agreed to in 1990, the staff side accepted as part of the agreement [1181] that the uniform [when available] would, as required, be worn on duty by all members of the grade and that suitable footwear [viz navy or black shoes with appropriate dark shoes with appropriate dark shoes] would be worn with the new uniform.

- (2) Is the allowance cost effective/represent value for money?

The current rate of the footwear allowance is €65 per annum and has not changed since 2002. It is thought unlikely that there are more than a couple of

hundred Service Officers/Attendants who would qualify for this allowance so the cost of the allowance would be small.

- (3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

The payment of this allowance was sanctioned following the adoption of General Council reports. 1181.